



NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.

Apprenticeship and Work-Based Learning: State and Local Opportunities for Immigrants

Today's discussion



- What are apprenticeship and work-based learning (WBL)?
- How are they relevant for immigrants?
- What is the picture at the federal level?
- What are states doing to support WBL?
- Where are opportunities for advocates?



What is apprenticeship?

- Proven model
- “Earn while you learn”
- Federal “Registered Apprenticeship” dates back to 1930s
- Traditional focus on building trades; now expanding to other industries



What is work-based learning?



An umbrella term that includes:

- Apprenticeship
- On-the-Job Training
- Career and Technical Education with a worksite component
- And more!



How is WBL relevant for immigrants?

- Another pathway to good jobs; “the other college, without the debt”
- Provides hands-on experience and connection to employer
- On-ramps to industries where immigrants may be under-represented



The outlook in Congress...

- Apprenticeship is a bipartisan bright spot
- Congress has dedicated roughly \$150 million in new funding in last two years
- WIOA Youth funds require paid work experience – though not necessarily WBL



...and at the agency level

- Labor Secretary Acosta's major themes:
apprenticeship;
occupational licensing
deregulation



With input from the field...

- NSC published federal policy recommendations in 2017

GETTING TO FIVE MILLION APPRENTICES

Federal Options for Expanding Work-Based Learning


APRIL 2017

On November 10th, 2016, National Skills Coalition (NSC) published *Skills for Good Jobs: An Agenda for the Next President*, a comprehensive playbook for how the incoming Trump Administration could work with Congress to put millions of Americans on a pathway toward a skilled, good-paying job. These proposals had been developed with hundreds of stakeholders living and working outside the Beltway: business leaders, labor leaders, community organizations, community colleges, and local workforce development experts. Among the plan's most ambitious goals was its call for the U.S. to aggressively move toward developing one working apprentice for every four college students — the equivalent of five million new apprentices (up from the current 500,000).

NSC is encouraged that President Trump has signaled his support for a similar goal of reaching five million apprentices over the next five years. The following five policy recommendations drawn from *Skills for Good Jobs* could be implemented by the Trump Administration with the support of Congress to pursue this apprenticeship goal. These proposals will expand apprenticeship for students and workers, and create new options for a variety of work-based learning (WBL) strategies, including on-the-job training, incumbent work training, and paid internships.

1. **Create a national network of regional industry intermediaries** to assist companies—including small- and medium-sized employers within the same regional industry—develop shared plans for hiring and training new workers through apprenticeship and WBL.
2. **Re-tool federal tax credits to businesses and provide additional subsidies to targeted employers** to better leverage private investment in long-term apprentice and WBL training, as well as to assist smaller companies and non-profit employers in opening new apprenticeships.
3. **Update the concept of pre-apprenticeship through an employment-friendly “work-based learning support fund”** to prepare targeted students and workers for apprenticeship opportunities, and provide them and their employers additional assistance to help them stay on the job and complete their training.
4. **Assist both in-school youth (through an improved Perkins Act) and out-of-school youth (through a better-implemented Workforce Innovation and Opportunity Act) with connections to the workforce** to make it possible for young people to become apprentices whether they're in high school, graduated, or dropped out.
5. **Extend Pell grants to working apprentices whose coursework currently does not qualify for federal college aid** to make it easier for people who are working full-time to afford coursework at community colleges that will help them complete their training without undue financial burden.

1. National Skills Coalition, *Skills for Good Jobs: An Agenda for the Next President* (2016) <https://www.skillscoalition.org/https://www.skillscoalition.org/resources/publications/Skills-for-Good-Jobs-Agenda.pdf>. Note that the following draw primarily from chapters 1, 2, and 3.



National Skills Coalition has called for the U.S. to aggressively move toward developing one working apprentice for every four college students.

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What does this mean for advocates?



- WIOA implementation offers opportunities to support WBL
- Federal discretionary grants may be available
- Congress needs to hear about what works in WBL



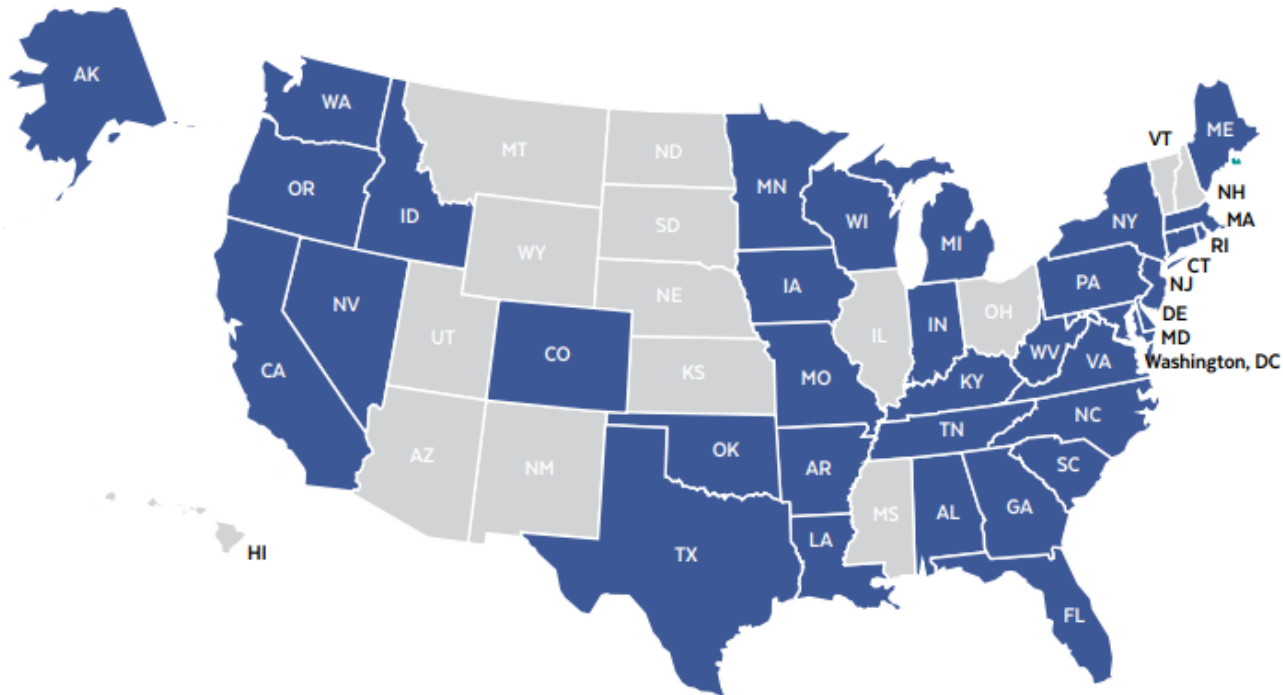
States are also taking action:



- In just the first 6 months of 2017, **12 states** enacted new apprenticeship/WBL policies



Today, a full 35 states have WBL policies...



...according to NSC's scan:

- 14 states have an **expansion initiative** to support the growth of work-based learning.
- 18 states provide a **subsidy to employers** (grant, reimbursement, or tax credit)



Many state policies focus on youth

- 14 states support **pre-apprenticeships** or youth apprenticeships.
- At least 11 states require or fund **work experiences for secondary students** that include paid WBL.
- 9 states subsidize **postsecondary classroom instruction** for apprentices.



However, there is a significant gap.

- Of the 14 states with youth pre-apprenticeship or apprenticeship programs, only **two (2)** are targeting Out-of-School youth.



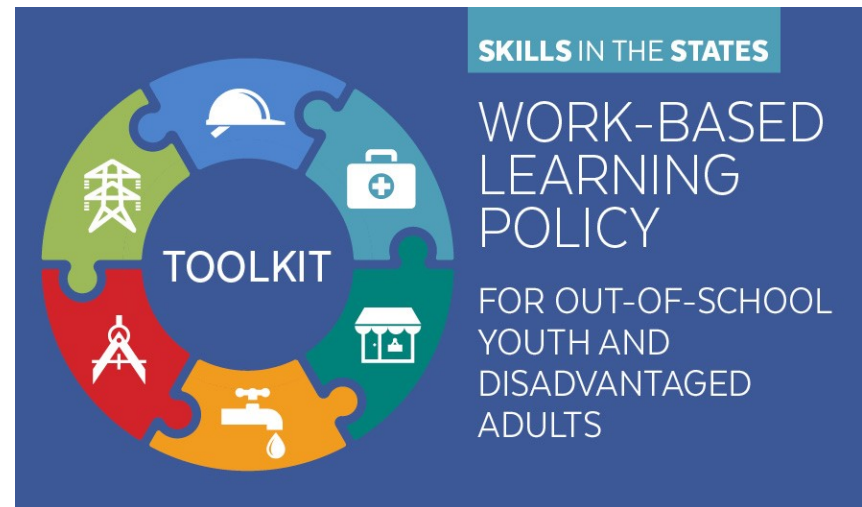
Where do nonprofits come in?

- Partnering with business to run WBL programs
- Providing support services to help apprentices succeed
- Serving as “employer of record” for apprentices
- Advocating for policies that improve access and success in WBL



What does good policy look like?

- NSC consulted with a broad range of **business** and **workforce stakeholders** to develop state-level recommendations



Key recommendations:



- Grant program for intermediaries that can help small & mid-sized businesses launch WBL
- New/larger subsidies for employers who hire apprentices from targeted populations
- Funds for 2nd type of intermediary to provide support services to apprentices



Why intermediaries?

- Can provide support services that are key to helping OSY and disadvantaged adults to succeed
- Can serve as “employer of record,” covering workers’ comp insurance and reducing risk for employer



Are you ready to take action?

- Programmatic level
- Coalition level
- Policy level



At the programmatic level

- Do you have a strong employer partner?
- Can you use WIOA Youth or other funds to help pay for it?
- Is your leadership on board?



At the coalition level

- Is there more than one WBL provider in your area?
- Do you have shared agreement on priorities and next steps?
- Have you identified the other stakeholders who will need to buy in?



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At the policy level



- Have you identified your policy priority(ies) and target?
- Do key stakeholders know & use their talking points?
- Have you developed a legislative/ administrative champion?



Two final tips

1. Make strategic and creative use of data.
2. Capitalize on existing mandates that your state may be trying to meet (*e.g. postsecondary credential attainment goals*)



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